



OSF HealthCare St. Joseph Medical Center

# Nursing Annual Report

# 2024

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# DEAR NURSING COLLEAGUES,

As we look back on the past year, I am incredibly proud of your dedication, compassion and commitment to excellence. Every day, you bring skill, empathy and professionalism to our patients, profoundly impacting their lives. Your hard work and dedication continue to define our organization, and I am truly honored to work alongside such an exceptional team.

This year has been particularly special as we achieved a significant milestone - **our fourth Magnet© redesignation!** This prestigious recognition is a testament to your unwavering commitment to nursing excellence, professional development and the highest standards of patient care. Achieving Magnet status once was a remarkable accomplishment, but maintaining it through four redesignations demonstrates the strength of our nursing culture and our relentless pursuit of quality and innovation.

Within these pages, you will find the **2024 OSF HealthCare St. Joseph Medical Center Nursing Annual Report**, highlighting the many achievements of the past year.

On behalf of the senior leadership team, thank you for your continued commitment to our mission to serve with the greatest care and love.

With appreciation,  
Lisa M. Pittman, MHA, MSN, RN, NEA-BC





## MISSION STATEMENT

In the spirit of Christ and the example of Francis of Assisi, the Mission of OSF HealthCare is to serve persons with the greatest care and love in a community that celebrates the gift of life.

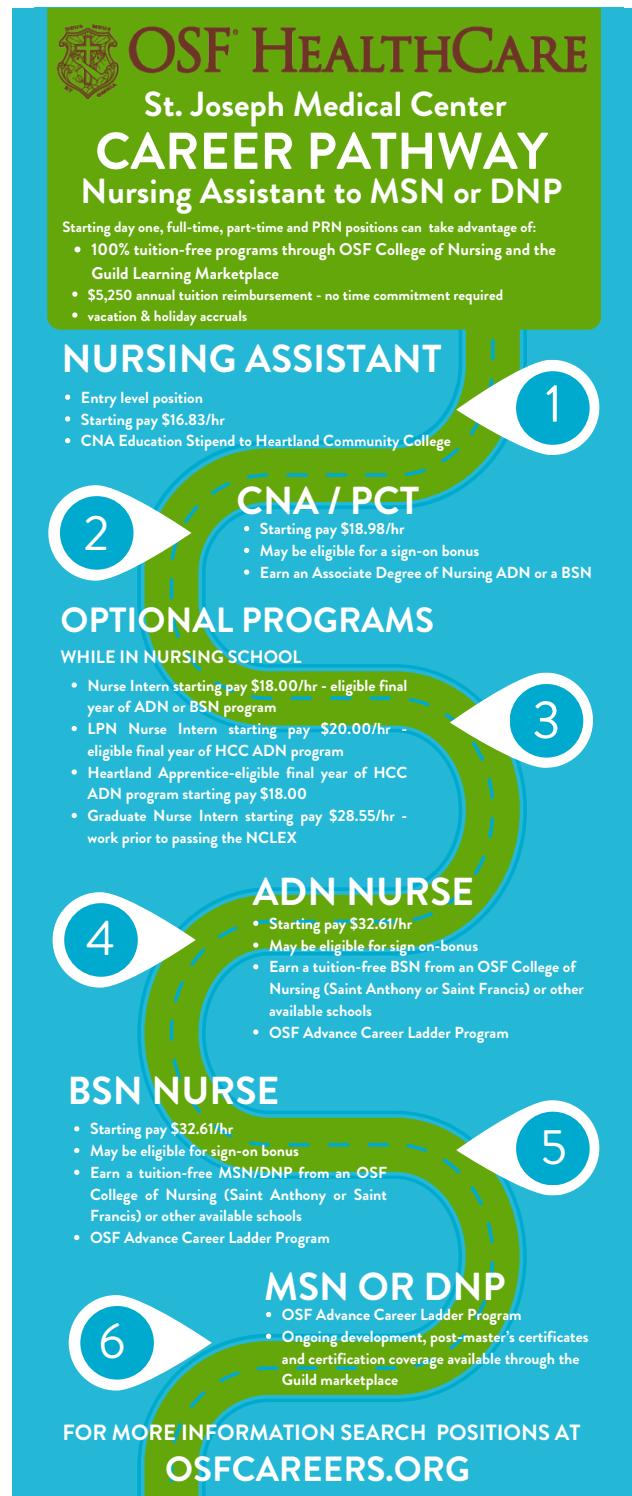
# TRANSFORMATIONAL LEADERSHIP

## NURSING STAFF GROWTH THROUGH NEW POSITION DEVELOPMENT

The focus of this year was to grow the number of OSF St. Joseph core staff nurses. As part of this goal, we needed to increase the number of experienced and new graduate nurses hired to eliminate travel nurses on inpatient units. To achieve this, Lisa Pittman MHA, MSN, RN, NEA-BC, vice president and chief Nursing officer, worked with Recruitment and Marketing to create a nursing professional development pathway that she advocated for within the community.

The pathway included new positions, such as an entry-level position as a nurse aide. Another component included a partnership with Heartland Community College in developing a nurse apprenticeship program, the first partnership within the state to be registered with the Department of Labor.

Nurse apprentices become Mission Partners, working one day a week with a preceptor while completing nursing school. They receive a stipend, and their tuition is covered by a two-year commitment to work full-time as registered nurses after graduation. With initiatives like these, OSF St. Joseph increased the number of new graduate nurses from 29 in the fiscal year 2023 to 47 in the fiscal year 2024, closed the nursing gap and eliminated closed the nursing gap and eliminated all inpatient travelers in fall 2024.



# STRUCTURAL EMPOWERMENT

## REDUCTION IN INFECTION WITH URINARY RETENTION MANAGEMENT EDUCATION

Hayley Aeschleman, BSN, RN, CCRN, supervisor of Nursing and Patient Care, Intensive Care and Intermediate Care Unit and Chelsea Lowe, MSN, RN, Infection Prevention, identified a gap in nurse understanding and management of urinary retention. During their work to review data following two catheter-associated urinary tract infections (CAUTI), it was determined that one of the causes was the re-insertion of a Foley catheter due to urinary retention.

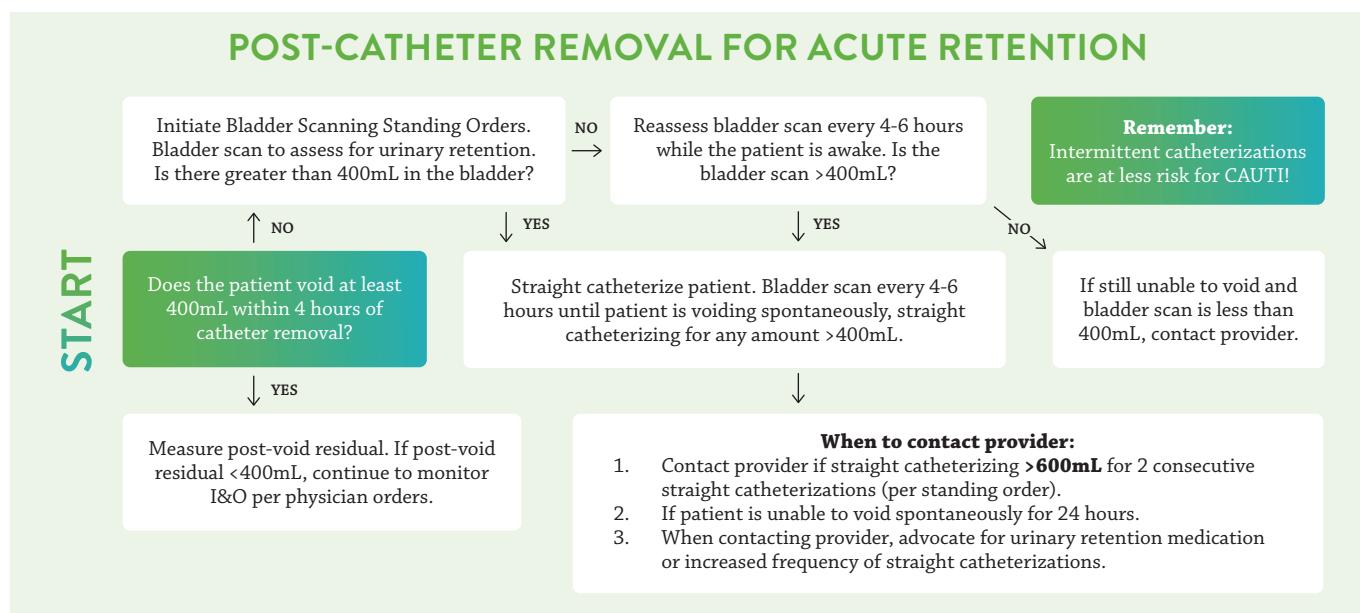
After talking with clinical nurses, Hayley and Chelsea identified a knowledge gap in utilizing standing orders and managing urinary retention in patients who have recently had a Foley catheter removed.

Hayley developed an algorithm for nursing to care for patients post-catheter removal with urinary retention.

The algorithm displayed below serves as a guide for navigating the bladder scanning standing order and determining when to escalate concerns and contact the provider.

This algorithm was presented to the Nurse Practice Council and the Hospitalist team for feedback. They were attached to bladder scanners and posted in units for easy access during patient care.

Following education to nurses, there was a decrease in Foley catheter utilization. This project aligned with the work to decrease CAUTI.

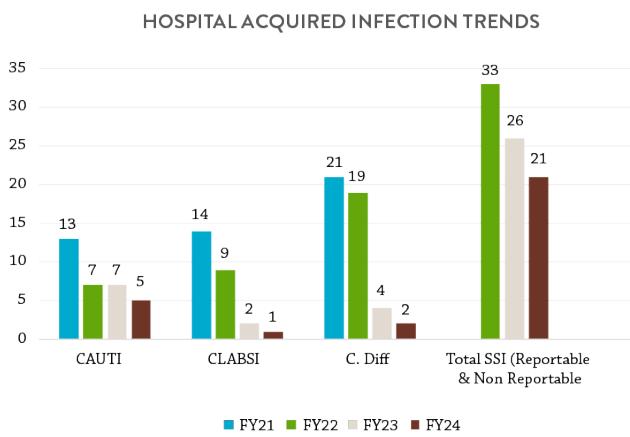


# EXEMPLARY PROFESSIONAL PRACTICE

## OSF ST. JOSEPH CONTINUES DOWNWARD TREND IN HOSPITAL-ACQUIRED INFECTIONS

During fiscal year 2024 (October 2023 – September 2024), OSF St. Joseph continued our downward trend in hospital-acquired infections, showing consistent improvement for the past three years as we work towards making them never events.

As noted in the graph below, the hospital has shown significant improvement in catheter-associated urinary tract infections (CAUTI), central line-associated bloodstream infections (CLABSI), hospital-acquired clostridium difficile (C. Diff), and surgical site infections (SSI). This improvement is attributed to appropriate daily nursing care, consistent hand hygiene, patient education and nurses advocating for line removal when no longer clinically indicated.



## MEDICAL-SURGICAL ACUTE CELEBRATES ACHIEVEMENT IN HIGH-QUALITY PATIENT CARE

Providing high-quality care to every patient we serve is central to our Mission and Strategic Plan at OSF HealthCare. To put this plan into action, we set annual targets for all nursing Mission Partners regarding hospital-acquired infection rates.

During the fiscal year 2024 (October 2023 – September 2024), the Medical-Surgical Acute (MSA) surpassed its goals and delivered exceptional patient care. MSA had zero incidents of catheter-acquired urinary tract infections (CAUTI), zero incidents of central line-associated bacterial infections (CLABSI), and zero incidents of hospital-acquired C. Difficile infections.

To achieve this, the team worked together to implement best practices for daily care of central lines, Foley catheters and appropriate use of personal protective equipment (PPE).



# NEW KNOWLEDGE AND INNOVATIONS

## WORKSTATIONS ON WHEEL PILOT ON MED-SURG ACUTE

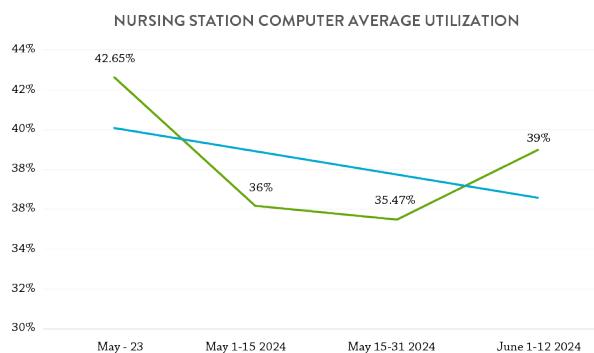
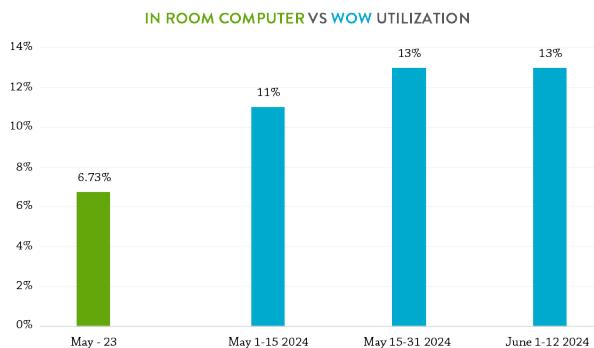
Medical-Surgical Acute (MSA) completed a pilot project for OSF in May 2024, converting from computers in every room to clinical Mission Partners using workstations on wheels (WOWs) and Rover mobile devices. This pilot aimed to increase real-time charting at the patient bedside, improve efficiency and give time back to Mission Partners.

For the pilot, MSA received 15 WOWs and several additional Rover mobile devices, allowing the computers within patient rooms to be removed. To replace the in-room computers, nurses began using WOWs, and patient care technicians (PCT) began using Rovers.

To track the success of this pilot, time utilization of the WOWs versus computers at the nurse's stations was measured. During the pilot, there was an improvement in WOW utilization over using the computers previously in rooms and decreasing the time computers at the nurse's station were used to chart. This shows that Mission Partners were real-time charting at the patient's bedside at a higher rate.

Based on MSA Mission Partners' feedback, this pilot had additional benefits. Nurses liked having a dedicated computer, and the

top of the cart worked to help carry supplies needed for patient care, freeing up their arms when they walked into rooms. PCTs also spoke positively about the change, allowing them to chart easily at the bedside with smaller equipment.



# NEW KNOWLEDGE AND INNOVATIONS

## RAPID MEDICAL EVALUATION IN EMERGENCY DEPARTMENT

In last year's annual report, OSF St. Joseph Emergency Department (ED) improved their left without being seen (LWBS) rate with nurse work to improve the triage process. Building upon this work, the ED implemented a rapid medical evaluation (RME) process in the Triage area.

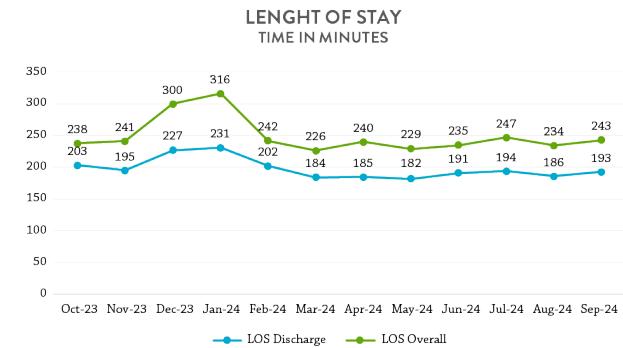
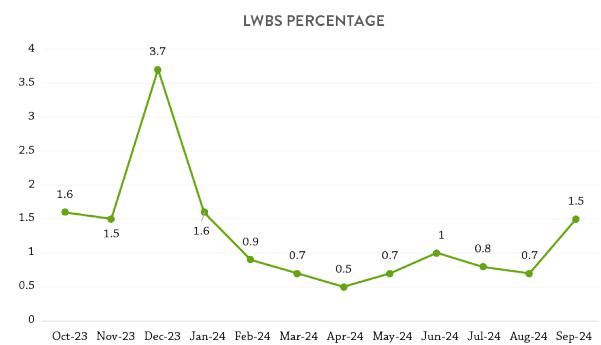
This project aimed to decrease patient wait times, delays in treatment, high rates of LWBS and Mission Partner dissatisfaction. Hannah Musselman BSN, RN, CEN, manager of Nursing and Patient Care, worked with an interprofessional group to develop a plan to improve patient flow at the beginning of their stay.

To achieve their goals, the group determined that placing a provider at Triage would initiate treatment faster, decrease door-to-provider times, decrease LWBS and decrease the overall length of stay. This new process went live in January 2024.

Once a patient arrives at Triage, the patient is evaluated by a provider and a nurse. The provider determines the location needed for treatment and whether they need to be placed in an ED bed or can be treated at Triage. Patients who remain at Triage have orders placed by the provider and initiated by the RME nurse.

Patients are frequently re-evaluated to determine if they need to be moved to an ED bed to further their treatment plan.

After implementing this model, LWBS, discharge length of stay, and overall length of stay decreased in the ED.



# NEW KNOWLEDGE AND INNOVATIONS

## DEDICATED EDUCATION UNIT – UPDATES AND GROWTH

OSF St. Joseph continued our collaboration with Illinois State University with a Dedicated Education Unit. In August 2024, our first group of DEU students graduated with their BSN. Three DEU students transitioned to new graduate nurses at OSF St. Joseph.

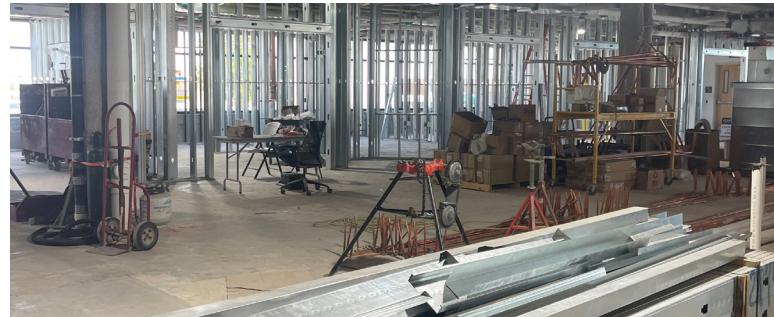
After graduation, we launched our second cohort. DEU students are paired with nurses in our inpatient units, spending a 12-hour clinical day with them every other week instead of their usual nursing school clinicals. In fiscal year 2025, we intend to expand our DEU to include students from Illinois Wesleyan University.



## OSF ST. JOSEPH GROWS WITH 25 CRITICAL CARE BED EXPANSION

Expected to open in the summer of 2025, we started construction to add 25 new inpatient beds for critical care. Converting the space beneath the existing OSF Family Birthing Center and expanding into the courtyard is part of the OSF Strategic Plan to develop OSF St. Joseph into a regional referral center.

The new unit was designed with the input of clinical nurses from our current ICU and Intermediate Care areas. With this expansion of critical care beds, we will hire approximately 32 new nurses to care for patients.



# PROFESSIONAL DEVELOPMENT

## CLINICAL LADDER NURSES

In the second year of the updated Clinical Ladder program, OSF St. Joseph nurses' participation increased from 26 clinical nurses in FY23 to 70 Clinical Nurses in FY24. In addition to the large increase in participation, OSF St. Joseph saw our first clinical nurses reach level four this year. This program supports professional development for nurses who spend more than 50% of their time delivering direct patient care.

The program was created to provide growth opportunities and help retain nurses at the bedside. Clinical nurses earn points based on the number of activities completed, such as certification, community volunteer work, mentoring and teaching clinicals. Based on the number of points, bedside nurses advance up the ladder, which results in an additional percentage base pay increase.

### **Congratulations to the nurses who participated in the OSF Clinical Ladder!**

## CLINICAL NURSE II

Lauryn Appel	Addison Fugitt
Amber Baer	Kelly Hackman
Samantha Baietto	Lauren Heidenreich
Sarah Belcher	Rebecca Holmes
Radu Budnar	Ted Hocking
Taylor Burns	Katie Horton
John Cargill	Heidi Kelleher
Melyssa Cooper	Amanda Kemp
Nichole Corray	Natalie Kragt
Jacky Coyle	Alyssa Kreps
Tina Day	Julie Krugger
Margo Dyer	Laura Jaskowiak
Miranda Dominguez	Morgan Jenkins
Janelle Elston	Ashley Larimore
June Fehr	Maura Larkin
Natalia Florez-Maldonado	Marisa Lash

# PROFESSIONAL DEVELOPMENT

## CLINICAL NURSE II

Jasymne Lawrence	Aidan Roseberry
Jessica Lindoerfer	Rebecca Ruder
Katie Ludy	Sonya Shuey
Payton Martin	Derrick Simmons
Daniela Martinez	Rebecca Stanton
Alex Marvel	Elizabeth Stribling
Jacob Mccowan	Ethan Sullivan
Annde Metzke	Alli Swanson
Deanna Milanski	Samantha Tackett
Shelby Mohr	Taylor Vanwynsberg
Madison Mroz	Brinna Walker
Jessica Mueller	Emma Wertz
Mike Nord	Kim Zakery

## CLINICAL NURSE III

Morgan Barnes	Grace Mckown
Sarah Cope	Kate Nafziger
Corey Fields	Steffani Wiegand

## CLINICAL NURSE IV

Sonya Russo	Shirin Shoushtari
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# NURSING ACHIEVEMENTS AND AWARDS

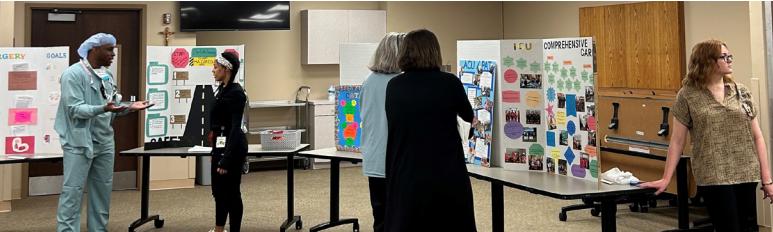
## MAGNET DESIGNATION

### OSF ST. JOSEPH ACHIEVES 4TH MAGNET DESIGNATION!

Magnet Designation is the highest award in Nursing Excellence given by the American Nursing Credentialing Center (ANCC). Hospitals apply for this four-year designation, showing outperformance in Nursing Satisfaction, Patient Satisfaction and Quality Outcomes. OSF St. Joseph earned its first designation in 2008, second in 2014 and third in 2019.

To apply, hospitals first submit a written document showing they have achieved all Magnet standards. OSF St. Joseph submitted our document on June 1, 2023. It was 1,832 pages long.

Following our document review process, OSF St. Joseph hosted three Magnet Appraisers for a site visit. To help prepare for our site visit, Magnet Champions hosted a poster fair in BCC. Nursing units created posters highlighting stories from within the Magnet document and current projects related to improving patient care.



This three-day visit allowed the appraisers to witness our commitment to our Mission and providing high-quality care firsthand. They spent time touring all care areas within our hospital and meeting with Mission Partners to verify, clarify and amplify our written documentation.

On August 14, 2024, OSF St. Joseph received notification from ANCC that we had earned our fourth designation. Nurses gathered in the hospital lobby during the call to celebrate. OSF St. Joseph received two Exemplars with our designation, one for inpatient falls with injury and one for inpatient hospital-acquired pressure injuries. To achieve an Exemplar, hospitals must outperform the benchmark a majority of the last eight quarters for all nursing care areas.



# NURSING ACHIEVEMENTS AND AWARDS



## OSF ST. JOSEPH RECOGNIZED FOR ACHIEVING MAGNET DESIGNATION AT ANCC CONFERENCE

The American Nursing Credentialing Center (ANCC) hosts a Magnet and Pathway Conference every fall. In October 2024, ANCC held its annual conference in New Orleans, Louisiana. OSF St. Joseph sent 10 nurses to the conference to learn about new evidence-based practice initiatives in patient care and nursing professional development.

On the first day of the conference, ANCC honored all hospitals that had achieved Magnet designation within the past year. The ten nurse representatives from OSF St. Joseph were recognized as they walked across the stage.



The conference featured breakout sessions with presentations by nurses and an exhibit hall with vendors.

Hundreds of vendors showcased patient care products, nurse swag and professional development opportunities.



# NURSING ACHIEVEMENTS AND AWARDS



## BABY FRIENDLY DESIGNATION

In 1991, The World Health Organization (WHO) and the United Nations Children's Fund (UNICEF) launched the Baby-Friendly Hospital Initiative. This global program designates hospitals with the highest standards for mother and baby care practices related to infant feeding. As part of this work, the OSF St. Joseph Family Birthing Center has implemented the “Ten Steps to Successful Breastfeeding.”

Hospitals can be designated Baby Friendly, an award that lasts for five years. OSF St. Joseph received a re-designation for this award in February 2024.



# NURSING ACHIEVEMENTS AND AWARDS

## DAISY AWARDS

Congratulations to our DAISY winners!



### October 2023

Gail Fisher, Medical–Surgical Acute

### November 2023

Theresa Gyamfi, Intermediate Care

### December 2023

Heidi Kelleher, Pre-Op and Post-Op

### January 2024

Nichole Corray, Family Birthing Center

### February 2024

Madison Robinson, Intensive Care Unit

### March 2024

Lindsay McGowan, Infusion Clinic

### April 2024

Hannah Howell, Family Birthing Center

### May 2024

Eman Eltayeb, Surgical Acute

### June 2024

Tori McCully, Case Management

### July 2024

Vanessa Garza, Family Birthing Center

### August 2024

Rachel Huska, Surgical Acute

### September 2024

Sharon Timmerman, Surgical Acute

# NURSING ACHIEVEMENTS AND AWARDS

## SUNFLOWER AWARDS

Congratulations to our Sunflower winners!



### October 2023

Madison Funk, Medical-Surgical Acute

### November 2023

Bill Masching, Radiology

### December 2023

Denise Wolschlag, Intensive Care

### January 2024

Amanda Garvin, Medical-Surgical Acute

### February 2024

Brianna Kosek, Surgical Acute

### March 2024

Kelsey McClure, Laboratory

### April 2024

Braxton Lovelace, Surgical Acute

### May 2024

Amber Patterson, Cancer Center

### June 2024

Harnia Gardner, Environmental Services

### July 2024

Rachelle Griffin, Surgical Acute

### August 2024

Haleigh Bonnell, Medical-Surgical Acute

### September 2024

Rebecca Anderson, Surgical Acute

# NURSING ACHIEVEMENTS AND AWARDS

## GREAT CATCH AWARDS

Congratulations to our Great Catch winners!



### October 2023

Alysha Orrick, Emergency Department

### November 2023

Nicholas Manley, Telemetry

### December 2023

Heidi Kelleher, Pre-Op and Post-op

### January 2024

Fran Davis, Maternal Fetal Medicine

### February 2024

Alyssa Harris, Neurosurgery

### March 2024

John Cargill, Intensive Care Unit

### April 2024

Alex Marvel, Intensive Care Unit

### May 2024

Kaitlin Paul, Dietary

### June 2024

Jason Ash, Surgical Acute

### July 2024

Lauren Parks, Clinical Resource Team

### August 2024

Meriam Felisilda, Laboratory

### September 2024

Chris Mize, Telemetry

# NURSING ACHIEVEMENTS AND AWARDS

## I AM AN OSF NURSE

I am an OSF Nurse symposium that celebrates nursing excellence and nursing-related achievements happening within The OSF Ministry. This yearly event gathers nurses from all care areas within OSF. OSF St. Joseph was represented by a group of clinical nurses at the two-day symposium in Peoria at Jump Trading Simulation & Education Center.

OSF St. Joseph clinical nurses were nominated for several awards. Award categories include Exemplary Professional Practice, Innovator in Nursing, Transformational Leadership and Nurse Empowerment.

Nominees from OSF St. Joseph:



L to R: Back Row - Rebecca Ruder, Leslie Vetter, Derrick Simmons, Lisa Pittman, Lauryn Appel, Brooke Bennington, Jacob Mccowan, Shaq Florez. Front Row – Lisa Strack, Madison Mroz, Lauren Heidenreich, Bunny King, Steffani Wiegand, Madison Robinson.



**Congratulations to  
this year's OSF St. Joseph;  
I am an OSF Nurse winners!**

**Rebecca Ruder**, Emergency Department  
**Madison Robinson**, Intensive Care Unit  
**Jacob Mccowan**, Intensive Care Unit  
**Shaq Florez**, Medical – Surgical Acute

# NURSING ACHIEVEMENTS AND AWARDS

## CERTIFIED NURSES AT OSF ST. JOSEPH

Certified nurses are those who have completed a national certification examination in their area of expertise. To complete certification examinations, nurses must meet a threshold established by the organization on the minimum number of hours working in the specialty.

Certified nurses are subject matter experts in their specialty. Congratulations to our Certified Nurses at OSF St. Joseph!

Hayley Aeschleman	Ashley Larimore	Adam Evans	Kat Powell
Nancee Bacayo	Maura Larkin	Joey Evans	Kyle Scheuer
Morgan Barnes	Katie Ludy	June Fehr	Jen Schmid
Sarah Belcher	Grace McKown	Corey Fields	Shirin Shoushtari
Amy Benoit	Craig Miesner	Jackie Gerber	Lisa Strack
Courtney Bier	Danielle Miesner	Janet Guttschow	Bridget Suarez
Nancy Boehner	Kristin Morfey	Ted Hocking	Crystal Sweeney
Maris Bruner	Hannah Musselman	Mackenzie Hoekstra	Christina Trickel
Rachel Bunting	Sarah Musselman	Gary Tupper	Heather Hofert
Chris Burke	Kaitlyn Nafziger	Joleen Hudson	Alex Way
Monika Busick	Rhonda O'Donoghue	Ashly Jarret	Emily Wettstein
John Cargill	Jodi O'Hara	Nancy Johnson	Steffani Wiegand
Sarah Cope	Elizabeth O'Rourke	Heidi Kelleher	Joanna Willett
Miranda Dominguez	Lisa Pittman	Heidi Kim	Keara Wright
Michelle Dietz	Dee Ruhlander	Shirley Kroll	Stephanie Yontz
Margo Dyer	Sonya Russo	Kim Zakery	
Morgan Erwin	Clare Powell		

# NURSES IN THE COMMUNITY

## GIFT OF HOPE

We continued our collaborative work with Gift of Hope. In November 2023, we celebrated all organ and tissue donors with lanterns. Lanterns were set up outside of the hospital, one for each donor. The Gift of Hope Committee organized a ceremony and prayer to commemorate these donors.

This year, we hosted its annual Honor Walk on April 11, 2024. It was held inside due to inclement weather. The Gift of Hope Committee displayed posters by the clinical nurses inside the lobby atrium of EMP I. This allowed Mission Partners and visitors the opportunity to learn about organ and tissue donation, along with how to register to become an organ donor.

The committee had a QR code available for people to scan and register. Those already registered for organ donation received recognition and swag from Gift of Hope. In addition to the indoor walk, the Gift of Hope flag was raised to honor those who donated organs or tissue last year.

Through the collaboration of the Gift of Hope Committee, we saw an increase in organ and tissue donors this year. This work includes educating nurses about the donation process, starting referrals to Gift of Hope when indicated and updating state law regarding first-person authorizations.



# NURSES IN THE COMMUNITY

## SANE PROGRAM COMPLETES COMMUNITY OUTREACH AND EDUCATION

Brenda Ireland BSN, RN, SANE-A, SANE-P SANE coordinator, along with Stepping Stones and The Stitching Bees (a local church group), hosted a Something Soft Drive in February 2024. We work closely with the Stepping Stones program through the YWCA when caring for survivors of sexual assault.

The drive aimed to collect clothing, blankets and stuffed animals for patients, allowing them to leave the hospital in real clothes instead of paper scrubs. We collected 170 stuffed animals, 66 blankets, 71 outfits ranging in size from newborn to extra large, seven robes, 47 pairs of slippers and fuzzy socks, and many bags of new socks, underwear and bras. The donations were divided between OSF St. Joseph and Stepping Stones, specifically for SANE patients who arrived at the Emergency Department. Brenda organized and sorted the donations by size and used drawstring bags to assemble a pack for each patient.

# SENIOR NURSING LEADERS

## LISA PITTMAN

Lisa Pittman MHA, MSN, RN, NEA-BC, is the vice president and chief nursing officer of OSF St. Joseph. Lisa is accountable for leading nursing operations at OSF St. Joseph to achieve key results and drive superior clinical outcomes. She holds two master's degrees from the University of St. Francis in Joliet, Illinois, and is now pursuing her Doctor of Nursing Practice (DNP) at Illinois State University. In addition, she is board certified as a Nurse Executive Advanced through the American Nurses Credentialing Center (ANCC).

Lisa has extensive leadership experience, has led organizations to top-tier performance in quality and satisfaction, has presented nationally on several topics and was the recipient of the University of St. Francis Leach College of Nursing Distinguished Alumni Award in 2019.

## KEARA WRIGHT

Keara Wright MHA, DNP, RN, is the director of Nursing Practice and Operations of OSF St. Joseph. Keara is accountable for developing and sharing the organizational Mission and strategic initiatives for the Emergency Department, Medical Surgical Unit, Palliative Care and nursing supervision at OSF St. Joseph. Center (ANCC).

Keara holds two bachelor's degrees, one in psychology from Hampton University and her second in nursing from George Washington University. She holds a master's degree in health care administration and a Doctoral of Nursing Practice degree in executive leadership. In addition to serving in nursing leadership roles for over ten years, Keara is a fellow of the American Organization of Nursing Leadership (AONL). She is most proud of her focused work leading interdisciplinary rounding, throughput initiatives and employee engagement.

## COURTNEY BIER

Courtney Bier MSN, RN, CCRN, is a director of Inpatient Nursing. Courtney is accountable for developing and sharing the organizational Mission and strategic initiatives for the Intensive Care, Intermediate, Surgical Acute and Family Birthing Center units at OSF St. Joseph.

Courtney holds a master's degree in public health from Grand Canyon University. Additionally, she is certified as a Critical Care Registered Nurse through the American Association of Critical Care Nurses (AACN) and is a member of AONL and AACN. She is most proud of her work on CLABSI reduction and her participation in a national cohort with the Health Management Academy Nursing Catalyst program, which focuses on improving the patient and Mission Partner experience.



OSF<sup>®</sup>  
HEALTHCARE

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